

STATE OF INDIANA)
) SS:
COUNTY OF MARION)

**CONSOLIDATED CITY OF INDIANAPOLIS
EXECUTIVE ORDER NO.9, 1994**

WHEREAS, this administration has consistently advocated more effective management of City affairs; and

WHEREAS, this administration in conjunction with KPMG, Peat Marwick has completed a review of the City's salary structure and pay grades; and

WHEREAS, in order to increase flexibility and more efficiently manage the salary structure for City employees this administration desires to reduce the number of salary grades;

NOW THEREFORE, by virtue of the authority vested in me as Mayor of the Consolidated City of Indianapolis, it is hereby ordered as follows:

1. The Wage and Salary Administrator will be responsible for developing detailed policies and procedures to implement the Position Evaluation and Salary Administration Plan, including the classification, evaluation, hiring rates, performance appraisals, salary adjustments and salary structure of all the non-uniform employment positions within the City.


2. The annual compensation for 1994 for all appointed officers, deputies and civilian biweekly employees of the Consolidated City, is hereby fixed by adopting schedules of compensation for all classified personnel as follows:

**ANNUAL SALARY GRADES
CITY OF INDIANAPOLIS**

| Grade | Minimum | 1st Quartile | Midpoint | 3rd Quartile | Maximum |
|-------|----------|--------------|----------|--------------|----------|
| 9 | \$46,910 | \$58,638 | \$70,365 | \$82,093 | \$93,820 |
| 8 | 39,754 | 49,693 | 59,631 | 69,570 | 79,508 |
| 7 | 33,690 | 42,113 | 50,535 | 58,958 | 67,380 |
| 6 | 28,551 | 35,689 | 42,827 | 49,964 | 57,102 |
| 5 | 24,196 | 30,245 | 36,294 | 42,343 | 48,392 |
| 4 | 20,505 | 25,631 | 30,758 | 35,884 | 41,010 |
| 3 | 17,377 | 21,721 | 26,066 | 30,410 | 34,754 |
| 2 | 14,726 | 18,408 | 22,089 | 25,771 | 29,452 |
| 1 | 12,480 | 15,600 | 18,720 | 21,840 | 24,960 |

This Executive Order shall take effect upon passage of authorizing ordinance by the City-County Council.

Dated this 29th day of April, 1994.



Stephen Goldsmith
Mayor

APPROVED AS TO FORM AND LEGALITY:



Sue A. Beesley, Corporation Counsel